

LIFELONG LEARNING – A MUST

A relatively new topic

Until not long ago, it was common practice for employees after their initial training to work until they retired without any further training. The term lifelong learning is therefore a recent word creation. It was also the rule to work in the same profession throughout one's career, often with the same employer. Due to the rapid changes in the economy, the situation has changed. Job changes several times in a career are the rule, changes of profession are frequent. These can be voluntary in order to achieve personal career goals. Or economic circumstances force a change. Employees are therefore encouraged to learn throughout their lives. In addition, they will stay longer in the future. On the one hand, due to the skills shortage, the know-how and experience of the 50plus generation will be in greater demand. And finally, we must expect the retirement age to rise due to demographic factors.

Learning is also possible with increasing age

For a long time, it was assumed that the ability to learn would decrease with age. Lifelong learning was therefore only possible to a limited extent. However, recent research has shown that the human brain remains formable into old age. In fact, we are used to the fact that the greatest achievements are made in old age in various fields, e.g., among authors, composers, scientists, business leaders, politicians and diplomats. So, the human brain also learns at an increasing age, but in a different way than at a young age. Mature people learn more slowly, since new knowledge has to be linked to existing knowledge. But they also learn more thoroughly. It is to be hoped that the opportunity for lifelong learning will be recognised not only by the generation concerned, but also by companies. Unfortunately, they are currently investing little in the further training of employees 50plus.